

ICS 4241-88
13 May 1988

MEMORANDUM FOR: [REDACTED] Director, Program and Budget Office
FROM: [REDACTED] Director, Planning and Policy Office
SUBJECT: NAPA Study of Intelligence Civilian Personnel Systems

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1. As you know, the National Academy of Public Administration (NAPA) is conducting a year-long study of the Community's civilian personnel systems. The study is a Congressionally-directed action, stipulated in the FY 1988 Intelligence Authorization Act. For some months, a Steering Group drawn from the Community and led by PPO has worked closely with NAPA to provide guidance for the effort and to get the study underway. The NAPA study team has now completed the first phase of the study and established a baseline understanding of the various personnel systems at issue. The team has also identified the areas it will analyze in detail and is assembling data to support that analysis.

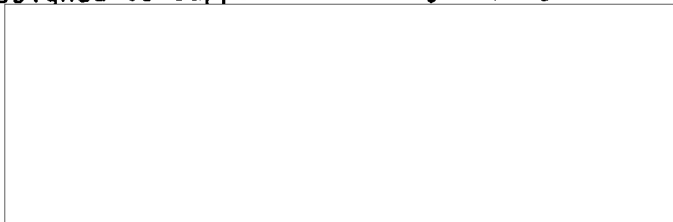
2. Among the areas that will be researched is the effect that possible changes in mission will have on personnel requirements in the future. On this aspect of the study, NAPA will work directly with the IC Staff rather than with the individual agencies. As part of its research on this topic, NAPA has asked for a review of the FY 1984-1988 NFIP budgets to identify initiatives that carry personnel implications for the outyears. The request has only been stated in broad terms, but basically involves identification of initiative start-up dates and outyear staffing and skill level implications. A copy of the data call is attached for your information.

3. I will meet with the NAPA team leaders (Don Wortman and Frank Yeager) on 18 May at 1330 in my office (Room 3S09) to organize the future missions

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analysis. As I foresee a role for PBO in this effort, I invite you to send a representative to sit in on the meeting. Additionally, as it is probable that questions affecting your office will arise as the study continues, it would be useful to have a PBO action officer assigned to support the study. If you have any questions, please call me at



Attachment:
NAPA Data Call (U)

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INTELLIGENCE COMMUNITY INFORMATION REQUEST

FUTURE MISSION OF IC AGENCIES

- 1) Review approved fiscal year 1984-1988 budgets and identify new intelligence initiatives. For each initiative listed, indicate projected start up date and the outyear staffing and skill level implications of the initiative.
- 2) Provide a listing of current long range mission documents.
- 3) Specify the current status of the Inman-directed "Intelligence Capabilities 1985-1990" study and the "National Foreign Intelligence Strategy."

REPORT REQUESTED BY MAY 25.